

# **Roll Out Training Workshop in Kirkuk (March 6-16, 2004): M&E Report**

*Prepared for:*

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## **1. Introduction**

Monitoring & Evaluation of health projects is considered as the corner stone for the improvement of the performance by diagnosing erroneous activities and providing technical advices and support when needed.

Training workshops are considered among the vital requirements for the success of many strengthening health projects. And these workshops themselves require monitoring and evaluation to improve their future implementation by the feed back information gained from the participants.

M & E team has prepared a plan to monitor and evaluate all of the workshops held by the health care delivery team throughout their course including individual workshop and training assessment as well as an overall program activity assessment. These will be done by using the pre-designed M&E tool ( evaluation questionnaire).

## **2. Objectives**

The objectives of this M&E report:

- To analyze some of the variables related to the workshop participants like age, gender, profession, administrative position, and place of work.
- To provide the health care delivery team with a feedback report by revising the opinions of the participants about the training, and the benefit they got from the workshop.

## **3.Approaches:**

In order to reach the above mentioned objectives, the monitoring and evaluation team designed a questionnaire form that is universal for all the workshops and submit this form to the health care delivery team. Participants filled these forms at the end of their workshop, data was processed using the EPI6 and Excel computer programs.

#### **4. Results**

The workshop was held in Kirkuk for 10 days . The total number of participants was 21. The mean age of the participants was 32.14 years  $\pm$  5.29 SD, with a range between 27 – 43 years and a median of 29 years.

The sex distribution of the participants is displayed in table 1, where it shows that the participants were (61.9 %) males and (38.1 %) females.

Table 2 shows that all of the participants were from Kirkuk where the workshop was held.

Table 3 shows participants' professions where all (100%) of the participants were working as medical doctors.

Table 4 shows that more than a half (61.9%) of the participants has non specified administrative positions, and (38.1%) were PHCCs managers.

Table 5 is a comprehensive table showing the opinions of the participants about different aspects of the workshop. Most (76.2%) of the participants considered the length of the workshop is short, and (23.8%) of them found it too short (Fig.1) . Most of the participants (76.2%) found the workshop is very useful and (23.8%) of them found it just useful. (see figure 2 for detail).

Interestingly, no participant felt there was no improvement in their knowledge and skills. More than half of them (61.9%) reported a major improvement, while the other (38.1%) of them felt that they had minor improvement in knowledge and skills (see figure 3 for detail).

Nearly all of the participants reported positive impacts of the workshops on their work, with (71.4% just positive impact, 23.8% very positive impact), and only one (4.8%) participant felt no impact, see figure 4 for detail.

All the participants were willing to participate in additional workshops in the future (81% very willing and 19% willing to participate; see Figure 5 for detail).

All of the participants were satisfied about trainers (57.1% very satisfied and 42.9% satisfied; see figure 6 for detail).

Participants' overall satisfaction about the workshop was distributed as (47.6%) satisfied and (52.4%) very satisfied.

#### ***Participants' Recommendations:***

The participant's recommendations are shown in table 6.

**Table 1. Sex distribution of the participants**

<b>Sex</b>	<b>Frequency</b>	<b>%</b>
Male	13	61.9
Female	8	38.1
Total	21	100

**Table 2. Distribution of participants by governorates**

<b>Governorates</b>	<b>No. of Attendants</b>	<b>%</b>
Kirkuk / Kirkuk	21	100

**Table 3. Distribution of the participants by professions**

<b>Profession</b>	<b>Frequency</b>	<b>%</b>
Medical Doctor	21	100

**Table 4. Distribution of the participants by administrative positions**

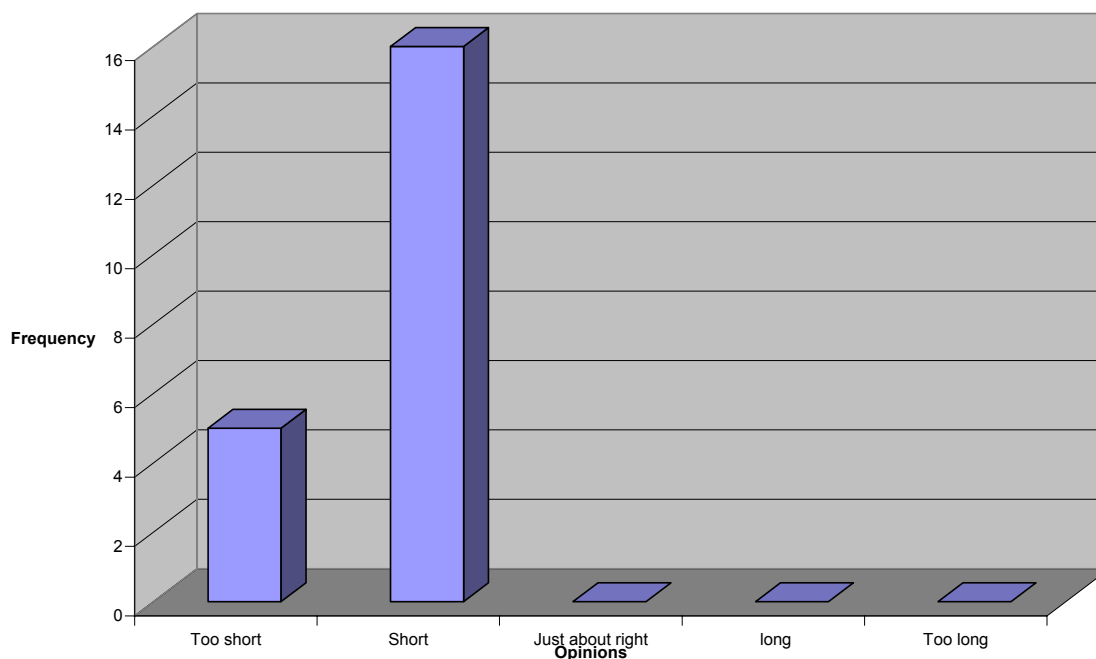
<b>Position</b>	<b>Frequency</b>	<b>%</b>
PHCC manager	8	38.8
Others	13	61.9
Total	21	100

**Table 5. Distribution of participants by opinions about the workshop**

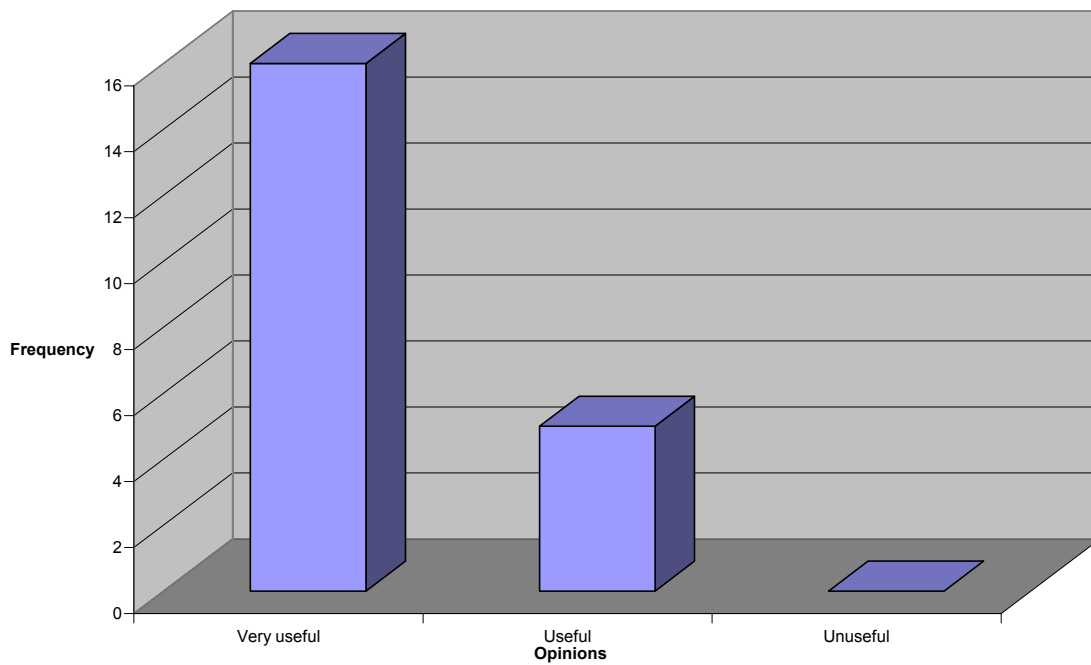
<b>Opinion about:</b>	<b>No.</b>	<b>%</b>
<b>1-Workshop length</b>		
Too short	5	23.8
Short	16	76.2
Just about right	0	0
long	0	0
Too long	0	0
Total	21	100
<b>2-Workshop usefulness</b>		
Very useful	16	76.2
Useful	5	23.8
Unuseful	0	0
Total	21	100
<b>3-The improvement of their skills and knowledge</b>		
Major	13	61.9
Minor	8	38.1
No Improvement	0	0
Total	21	100
<b>4-Workshop impact on the participants work</b>		
Very positive	5	23.8
Positive	15	71.4
No impact	1	4.8
Total	21	100
<b>5-Participants' willing for additional participation</b>		
Very willing	17	81
Willing	4	19
Unwilling	0	0
Very unwilling	0	0
Total	21	100
<b>6- Participants' satisfaction about the trainers</b>		
Very satisfied	12	57.1
Satisfied	9	42.9
Unsatisfied	0	0
Very unsatisfied	0	0
Total	21	100
<b>7- Overall satisfaction about the workshop</b>		
Very satisfied	11	52.4
Satisfied	10	47.6
Unsatisfied	0	0
Very unsatisfied	0	0
Total	21	100

**Table 6 Participants' Recommendations**

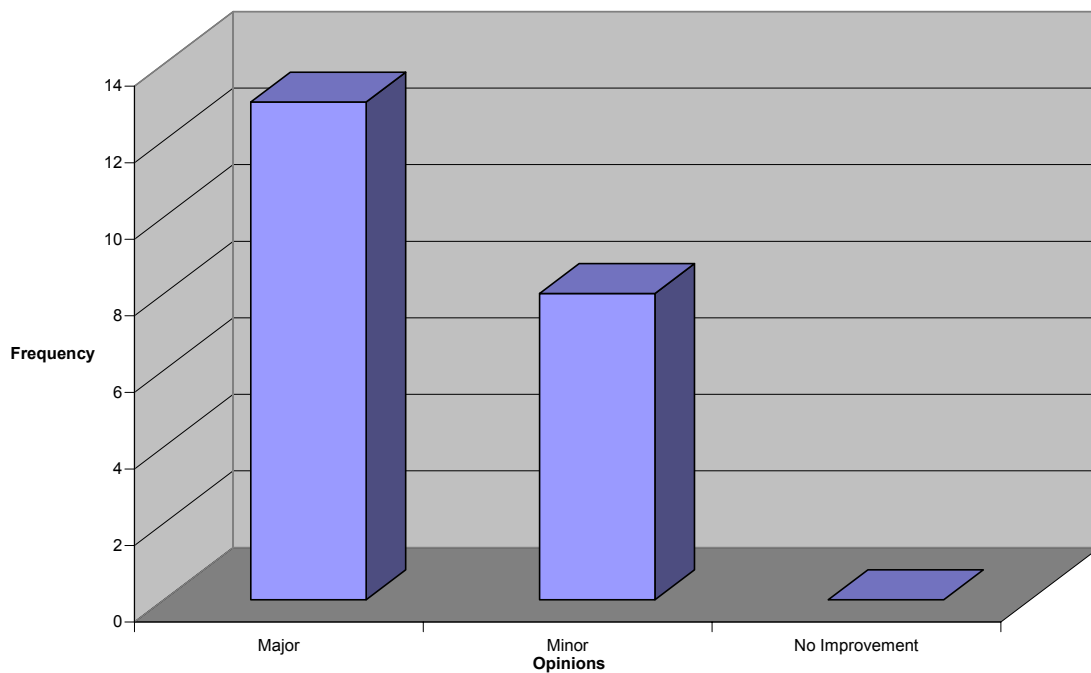
<b>Recommendations</b>	<b>No.</b>
1- More attention to practical sessions ( e.g. Computers)	8 recommendations
2- Increase the length of the workshop.	18 recommendations
3- The use for audio-visual teaching aids	6 recommendations



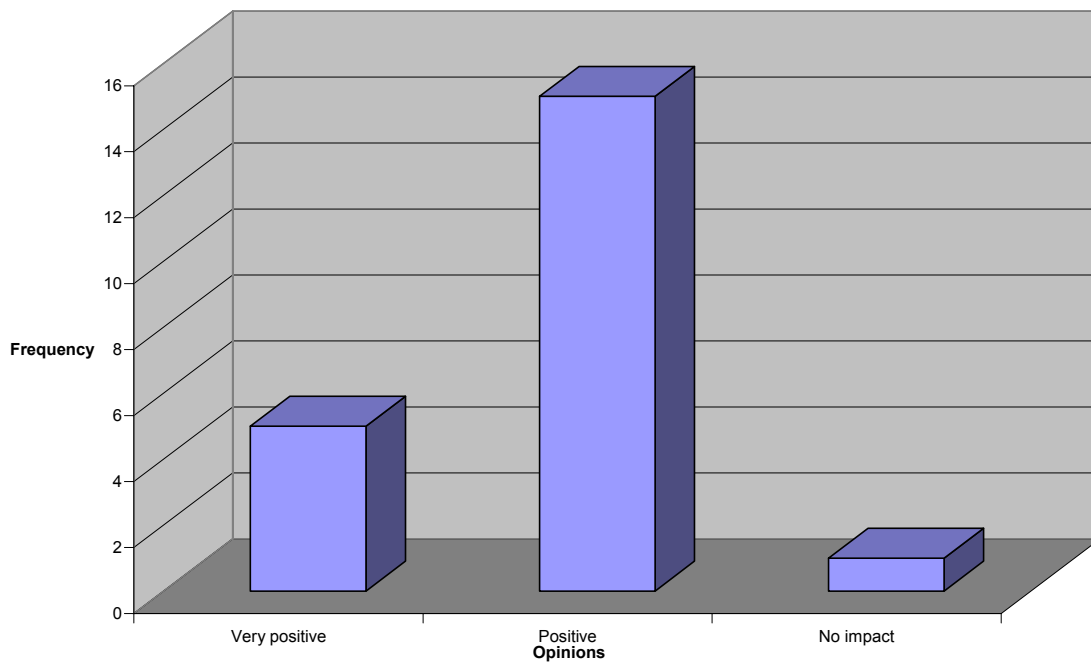
**Figure 1 Distribution of participants by their opinions about workshop length**



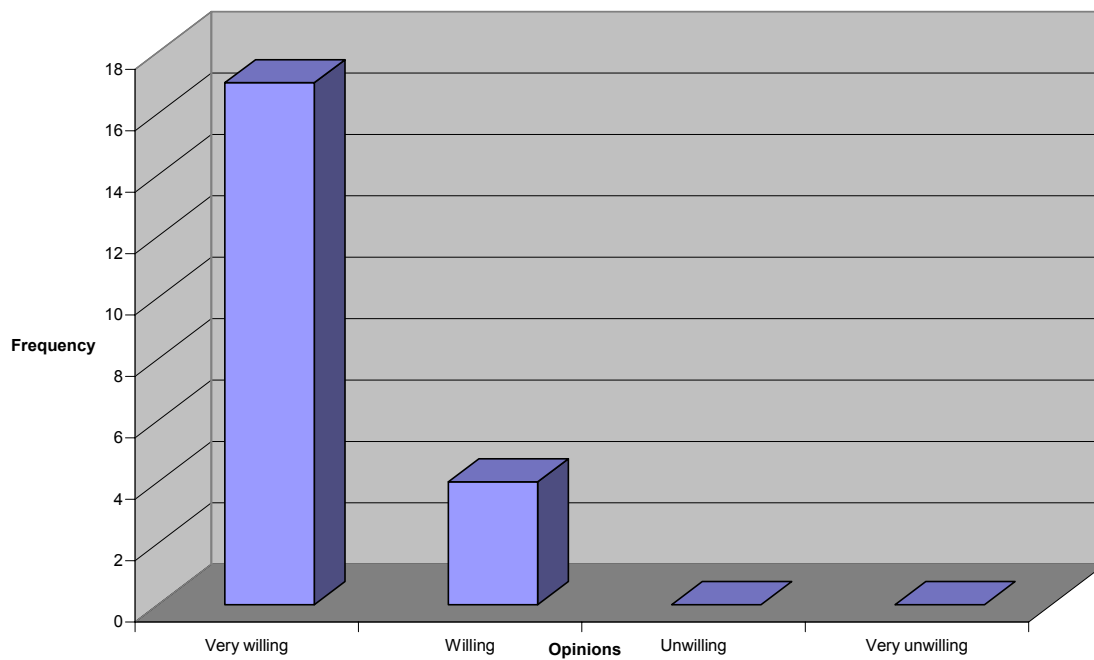
**Figure 2** Distribution of participants by their opinions about workshop length



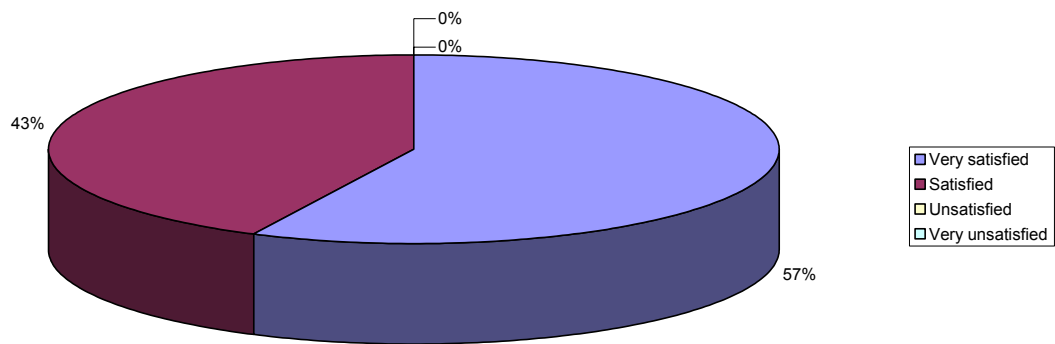
**Figure 3** Distribution of participants by their opinions about improvement in their knowledge & skills



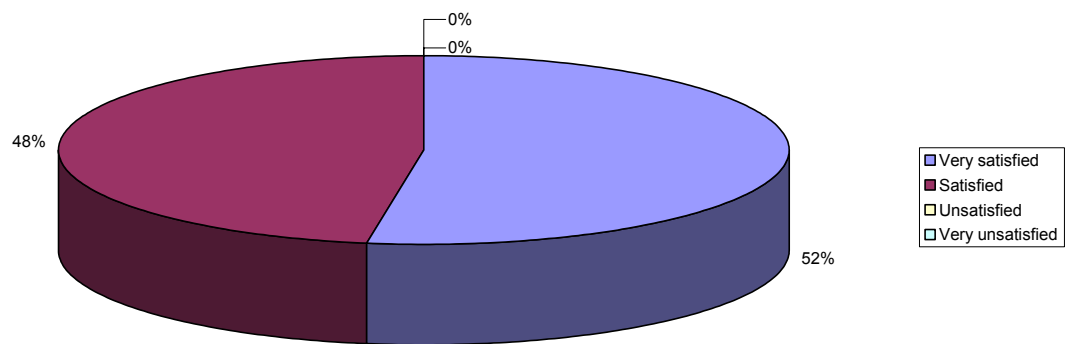
**Figure 4** Distribution of participants by their opinions about workshop impact on their work



**Figure 5** Distribution of participants by their opinions of willingness to participate in additional workshops



**Figure 6 Distribution of participant by their opinions of satisfaction about the trainers**



**Figure 7 Distribution of participants by their opinions of overall satisfaction about the workshop**

## 5. Conclusions

- The percentage of females doctors was less than that of males, but this may be changed during the next workshops and according to the selection process in different areas of the governorates. We hope more active female doctors participation due to the community habits in Iraq where most of the mothers prefer female doctors to examine them and their daughters.
- All of the participants were doctors, most of them were eager to learn more as appeared in their opinions about lengthening the duration of the workshop this may indicate that the participants found the workshop as a good source of knowledge and at the same time the workshop duration was short for them to get their needs of knowledge.
- Almost all participants reported satisfaction with the workshop, in terms of trainers' capacity and overall workshop quality which means that the workshop team succeeded to use the right teaching ways to train the attendants, but there were some recommendations to use audio-visual teaching aids.
- All of the participants reported that they were willing to participate in additional workshops this indicates that they got experience and benefit as it appeared in their opinions about the workshop impact and usefulness. The workshop team succeeded to achieve their objective and also to attract the attendants for further workshops.